

Para II A 8 Panels

Reference: D/Pers memo to DDCI dated 27 Sep 78, re Composition of Career Service and Subgroup Panels and More Uniform Agency Standards for Personnel Management Operations

We are in agreement with the general thrust of the comments and recommendations contained in the referenced memorandum. We are satisfied with the current structure of the panel systems within the Science and Technology Directorate in that we feel that they give an objective, across-the-board representation to our employees and provide an equitable mechanism to rank and promote them. The number of employees reviewed by each panel varies greatly as a result of wide differences in the sizes of the offices in the DDS&T and variations in the homogeneity of their work forces. These panels provide an accurate and equitable means of assessing employees in homogeneous groups. Further fragmentation or expansion of these panels would, in our opinion, detract from their performance. Rather than altering the number of employees who are to be reviewed by a panel, as determined by many years of experience, we believe that maximum attention should be given to insuring that panel members are thoroughly familiar with the quality of the work performed of those under review through detailed analysis of performance appraisals, supervisor interviews, and possible input of supervisors themselves at panel sessions. Basic to this, of course, is an effective performance appraisal system which clearly identifies those performing at a satisfactory level versus those who are performing well above or well below average.

CONFIDENTIAL

Approved For Release 2005/08/15 : CIA-RDP82-00357R000200080036-7

While we believe that the objectivity to be gained by a disinterested (i.e. uninformed) panel is questionable, we would have no objection to alternative pilot projects as proposed in the reference. However, it is our understanding that an external management consulting organization will be hired to study and make proposals for changes in the Agency's personnel management system. It would seem prudent that we await the results of these findings before implementing serious changes in our current system.

Approved For Release 2005/08/15 : CIA-RDP82-00357R000200080036-7

CONFIDENTIAL